

# Full Colour definitions of key terms

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## Introduction

Below are a number definitions of key terms developed by Full Colour.

**Anti-racism** is recognising that racism exists, identifying how it plays out in your organisation in systems, attitudes and behaviours and taking specific action, the results of which can be measured.

**Covert racism** is where people do not express openly racist views, but their behaviours and language are influenced by racist views they consciously hold in private.

**Diversity** is about having different kinds of people and the organisation "being" that difference.

**Every day racism** relates to behaviour or practices which are familiar in everyday life which can be intentional or unintentional but perpetuate racism and racial stereotypes.

**Equality** is about evening out how power works - not to undermine expertise, experience or organisational hierarchy, but to ensure power is not attached to that which does not add value.

**Equity** recognises that some people face more barriers and therefore need different support and resources to reach the same place as those who face fewer barriers

**Inclusion** is far more than being friendly and welcoming. True inclusion involves bringing differences into decision making, problem solving, the development of ideas and strategies. This is what creates a genuine sense of belonging.

**Gaslighting** is a form of emotional or psychological manipulation where the perpetrator shares false narratives or dismisses the views and facts presented by a person such that it makes that person doubt their own judgement or their understanding of reality.

**Institutional or systemic racism** is when racism is embedded into the rules, practices and ways of working/ living in society and within organisation.

**Microaggressions** are attitudes, behaviours and the use of language that intentionally or unintentionally diminish people from minoritized groups.

**Overt racism** is where people are openly racist towards others.

**Unconscious bias** is patterns of thinking learned through life that affect the way we respond to people and situations

**White privilege** is the absence of the obstacles people of colour experience in their daily lives ranging from the way society and organisations work to the way others view and interact with them